



Accepting ONLINE APPLICATIONS ONLY for the position of: **FIREFIGHTER-PARAMEDIC (Entry-Level)**

APPLICATIONS MUST BE RECEIVED BY 5:00 PM ON FRIDAY, JULY 31, 2015.

Please visit: www.eugene-or.gov/jobs (select Current Job Openings) for additional information and to apply.
If you would like to be considered for the lateral process as well,
you must submit a separate application through the lateral posting

The purpose of this recruitment is to create a list to fill potential vacancies for Eugene Springfield Fire. Successful candidates may be considered for a potential hire sometime after March 1, 2016. Applicants must successfully complete each step of the hiring process. A single eligibility list will be established for use by both the City of Eugene and City of Springfield. Using the eligibility list, management will determine which candidates are selected for each City. Candidates will not have an option to select which City they receive an offer from.

Salary: \$53,393-\$72,924 Once PERS eligible the employee's contribution of 6% is withheld from the employee's paycheck and sent by the City to PERS on the employee's behalf. Note: Additional details related to each City's certification pay, PERS, or other additional pays can be found in their respective labor agreements (links below), however the Cities and Union are currently in negotiations to move toward a single union contract.

[City of Eugene](#)

[City of Springfield](#)

Experience and Training

Two years' education and/or experience required. Emergency medicine, firefighting, or related experience (e.g., building, construction, heavy equipment operation, etc.) may be combined with related college coursework in Emergency Medicine or Fire Science to add up to the two years' minimum required. High school diploma or equivalent required. An Associate's degree in Fire Science, Paramedic Technology, or related field(s) preferred. Successful applicants will be required to complete a Eugene Springfield Fire firefighter training program within the first year of employment.

License or Certificate: Oregon Paramedic license by March 1, 2016. National Registry Paramedics or Paramedics registered in another state must meet the State of Oregon Paramedic requirements and are responsible for applying for reciprocity to ensure they have an Oregon Paramedic license by March 1, 2016. You can view reciprocity information via the [State of Oregon Public Health web-site](#). A provisional license would not meet this requirement.

Requires a valid Oregon driver's license or, the ability to obtain by date of hire; must pass driving records check and, if hired, maintain a driving record that meets the City's standard. *Oregon law requires that an out-of-state license holder must obtain a valid Oregon license (with appropriate endorsements) within 30 days of becoming domiciled in the state (ORS 803.355).*

SELECTION PROCESS

The dates listed below may be subject to change as the selection process progresses. Applicants will be notified of exact times, dates, and location for each component of testing, if eligible. Please make sure your e-mail address is current and accurate because a number of notifications and invitations will be sent via e-mail.

APPLICATION SCREENING—Early August, 2015.

Candidates will be evaluated to determine whether they meet minimum qualifications and have the required knowledge, skills, and abilities to move forward in the selection process.

PRE-EMPLOYMENT BACKGROUND—Early August, 2015.

Your pre-employment background form will be evaluated prior to the selection for the written exam. Applicants may be eliminated based on their driving record or criminal convictions. Driving issues that may be considered: At-fault accidents, major violation (example: DUII, Hit and Run), numerous moving violations or a combination of the above during the last five years.

Conviction history will be considered on a case-by-case basis. Typically the nature of the crime, time elapsed since the crime, and the nature of the position are factors that may be considered. The requirements set by the Department of Public Safety Standards and Training (DPSST) will also be considered. For more information around DPSST requirements you can view [OAR 259-009-0070](http://OAR.259-009-0070). A more involved background investigation is performed after interviews in order to further comply with DPSST requirements related to background investigations.

WRITTEN EXAMINATION— Sessions on Thursday and Friday, August 20 & 21, 2015

The written exam will test areas such as reading and understanding written information, mathematical ability, mechanical aptitude, and interpersonal communications.

National Testing Network or Department hosted FireTEAM testing available as options if invited to continue in the hiring process after applications are reviewed.

The Eugene Springfield Fire Department will offer full testing services for the position of Firefighter-Paramedic through National Testing Network, Inc., as one option for testing to selected candidates who are invited to participate in the selection process. Selected candidates will be notified via the e-mail listed on their online application after a review of the application for minimum qualifications.

If you elect to use the National Testing Network, we recommend that you not sign up for testing or add us as an agency to which you want your scores released until you are invited for testing. If you are notified that you are being invited for FireTEAM testing, and, you will need to fill out the additional NTN application and schedule a test by going to www.nationaltestingnetwork.com. Once at the NTN web-site, select Fire and sign up for the Eugene Springfield Fire Department. For the FireTEAM test through the NTN, there is a charge of \$40 for candidates new to the network or whose test results have expired. Test location information can be found on the National Testing Network web-site. For those candidates who have current FireTEAM test scores with NTN, there would be a cost of \$7 to add us as an agency to which you want your scores released, since we are new to NTN.

****Please Note**** – As an alternative, candidates who do not want to go through the NTN to complete the test will have an option to take the FireTEAM test on August 20 or 21. The test sessions offered on August 20 and 21 will be administered by the Cities of Eugene and Springfield and your scores will NOT become part of the NTN. There will be a \$10 charge for testing during this alternative testing on August 20 or 21. If you elect this option details on the times and locations for testing will be available once invitations are sent out.

The City of Eugene will also provide its own CPAT testing free of charge for candidates who have not passed a CPAT test since before February 1, 2015. If a candidate has a CPAT card, the City of Eugene will only accept cards that were issued since February 1, 2015. If you have a card that was issued before that time, you will need to take the CPAT with our agency or obtain a more recent card. See the CPAT section of the posting for more details on dates/times of orientation/practice sessions and for the actual CPAT test date.

What to expect at the www.nationaltestingnetwork.com website:

- Completion of the NTN application process if you choose to test through NTN (separate application and background form required through the City of Eugene site also)
- Review all information related to the Eugene Springfield Fire Department firefighter position, including minimum requirements, salary and benefits.
- Detailed information about the testing process for both the entry level test and CPAT testing if you choose to test through NTN.
- Opportunity to take online practice tests at www.fireteamtest.com. (Available to candidates testing through NTN or at Department hosted testing.)
- Schedule your own convenient test time if testing through NTN. Tests are offered multiple times a week, including Saturdays.
- Take high quality job simulation tests in a standardized, fair testing environment.

Upon completion of the entry level exam and CPAT testing (if testing through NTN), candidate scores are automatically forwarded to the Eugene Springfield Fire Department. Candidates who attain a sufficient score on the entry level exam will have their scores released to the Department for consideration. Eugene Springfield Fire Department will contact candidates on the list based on their selection criteria and may invite them to continue to participate in other stages of the department selection process.

National Testing Network is a service provided to conduct entry level testing and CPAT testing in a standardized, professional environment. National Testing Network does not replace the Eugene Springfield Fire Department's responsibility and decision making in the evaluation process. Results are provided to Eugene Springfield Fire Department where the final decisions are made.

CANDIDATE PHYSICAL ABILITIES TEST (CPAT) — September 14, 2015

The CPAT is designed to measure the job-related physical characteristics of strength, agility, and stamina required of a Firefighter-Paramedic. [Click this link to view the CPAT preparation guide.](#) If a candidate has a CPAT card, Eugene Springfield Fire will only accept cards that were issued since March 1, 2015 by a [licensed agency](#). If you have a card that was issued before that time, you will need to take the CPAT with our agency or obtain a more recent card.

CPAT ORIENTATION/PRACTICE SESSIONS

As time allows during the sessions below, we will also try to accommodate timed sessions during each practice session.

Important Note: If you successfully complete the CPAT test during one of the timed practice sessions your results will stand for the remainder of this hiring process and you will not be required to complete the test on September 14, 2015 if invited to continue in the selection process.

Session Date & Time

Thursday, August 6, 2015 at 8:30am

Friday, August 7, 2015 at 8:30am

Wednesday, August 19, 2015 at 8:30am

Friday, September 11, 2015 at 8:30am

CPAT Testing Location: Report to Fire & EMS Headquarters, 1705 West 2nd Avenue, Eugene, Oregon (2nd & Chambers). You will receive additional instruction when you arrive.

INTERVIEW PROCESS—Mid-September, 2015.

We will determine participants invited to the interview process based on candidate's performance on the multiple choice examination. The process may include job-simulation exercises and an interview designed to elicit applicant's relevant skills and abilities for the job. Applicants must also pass the CPAT or provide a CPAT card/certification as instructed in the CPAT information section in order to participate in the interview process.

OTHER SELECTION CRITERIA

Finalists who successfully complete the screening process, multiple choice exam, CPAT, and interview process may continue on to a background investigation based on the business needs of the departments. Candidates selected to move forward after the background investigations will then undergo a psychological assessment prior to the establishment of the final eligibility list.

FINALISTS SELECTED FOR IMMEDIATE HIRE OFF OF THE ELIBIGIBILITY LIST WILL BE REQUIRED TO UNDERGO AND SUCCESSFULLY PASS A COMPLETE PRE-EMPLOYMENT PHYSICAL EXAMINATION PRIOR TO A FINAL OFFER OF EMPLOYMENT.

This examination will be conducted at department expense by the hiring City's physician, with one component being a drug test which will include testing for any amount of marijuana, among other drugs. Candidates who test positive will be disqualified.

Representation: Employees in this classification are represented by International Association of Fire Fighters (IAFF) and their salaries are subject to a monthly payroll deduction after 31 days of employment.

Benefits: A full range of benefits, including holidays, vacation, sick leave, retirement benefit, life insurance, and health, dental, and vision benefits are available. Once PERS eligible the employee's contribution comes out of the employee's paycheck and is not paid by the employer.

[City of Eugene](#)

[City of Springfield](#)

Eugene and Springfield at a Glance

Eugene is Oregon's second largest city, which lies nestled on the southern end of Oregon's fertile Willamette Valley. Eugene is home to more than 157,986 people. It covers 43.7 square miles, with the Willamette River running through the heart of the community, and the McKenzie River to the north of the city. The elevation is 430 feet above sea level.

Eugene is the seat of Lane County, which extends from the Cascade Mountains, 75 miles east of Eugene, to the Pacific Ocean, 50 to the west. Eugene is also the home to the University of Oregon with more than 24,000 students, and is touted as the world's greatest city of the arts and outdoors.

Springfield is separated from Eugene primarily by Interstate 5, and was named after a natural spring located in a field or prairie within the current city boundaries. Springfield is home to more than 59,869 people. It covers 15.7 square miles, with the McKenzie River passing by the city's northern limits, and is surrounded by filbert (hazelnut) orchards. The elevation is 454 feet above sea level.

The Eugene-Springfield Metropolitan area offers its residents an outstanding quality of life, featuring a wide variety of cultural and recreational opportunities.

The City of Eugene and City of Springfield strive to create a work environment that values the cultural, educational, and life experience background of each employee. Our goals are to have a workforce that reflects the diversity found in the community, and effectively create a positive environment that values diversity and encourages inclusion, and in turn, enhances our ability to understand and respond to a wide variety of service needs. Fluency in a language in addition to English is desirable.

Building on a cooperative automatic aid model referred to as the 3-Battalion system, and based on a 2009 consulting firm report, as well as in-depth internal analysis, the Eugene and Springfield Departments have merged to become Eugene Springfield Fire.

The combined departments operate from 16 fire stations between the two cities (including one at the Eugene Airport), and deploy 12 engines (including three "quint"-type hybrid vehicles), three trucks, seven ambulances (and an additional two with the Rural Metro Ambulance public/private partnership), and various other special-purpose apparatus.

The combined departments employ 270 sworn and 45 civilian personnel, and provide fire service to a population of approximately 238,325 for an incorporated area (including contract districts) of approximately 92.9 square miles, as well as ambulance service to a population of approximately 285,392 for an incorporated area of approximately 1,960 square miles.

During 2013, the combined departments responded to more than 31,240 calls for service.

To learn more about each city please see their respective websites:

[City of Eugene](#)

[City of Springfield](#)